

Greetings;

Happy February to each of you. I am late in getting you this update. Each month creeps up on me, as I am sure it does you as well.

We have another addition of the Texas Juvenile Justice Today, available [here](#). It is such a pleasure to bring positive news to the forefront, as this newsletter allows. Do you have additional stories that should be included? Send those to Jim Hurley.

In November, the Executive Management Team spent time developing a new mission, values and vision statement. It was time well spent. Last week, the Board ratified those statements and it is my pleasure to now introduce those to you. These will be prominently displayed on our website [here](#), but I have also put them below.

MISSION STATEMENT: Transforming young lives and creating safer communities.

CORE VALUES

JUSTICE: We do the right thing, in all things, with all people.

SAFETY: We commit to a culture that protects youth, employees, and the public.

INTEGRITY: We build trust through transparency and ethical behavior.

PARTNERSHIP: We achieve best results through collaboration with counties, stakeholders, youth and their families.

INNOVATION: We proactively create opportunities to improve the juvenile justice system.

VISION: An effective and integrated juvenile justice system that:

- Advances public safety through rehabilitation.
- Equitably affords youth access to services matching their needs to enhance opportunities for a satisfying and productive life.
- Employs a stabilized and engaged workforce fully empowered to be agents of change.
- Operates safe and therapeutic environments with positive peer cultures emphasizing mutual accountability.
- Is a model system with innovative, data-driven, and successful programming.

When I first came to the agency more a year ago, I was struck by the silos that existed between divisions. We did not have a common direction for the future. We were doing our best to survive, sometimes without the benefit of knowing what “the other hand” was doing. The work of EMT to establish these agreed-upon mission, values and vision statements gives us common direction. I am committed to promoting and directing our mission, to make decisions that reflect our values, and for our agency to consistently strive toward our vision. Please join me.

One of our values is innovation. Do you have an innovative idea that we need to consider? Please use this link to share those ideas or thoughts. I want to make sure you have avenues to communicate. The link is simply one avenue.

We are going into Super Bowl weekend. It is a good time for me to let you know that I am looking into an attendance policy agency-wide. Weekends such as this always have a high call-in rate, which puts a significant strain on the safety and security of facilities. I hope your team wins, but if are scheduled to work, please do so. Football games will come and go but the work you do is meaningful. We need you.

Thanks for your hard work. Let's have a good month.